



THE JHARKHAND GAZETTE EXTRAORDINARY PUBLISHED BY AUTHORITY

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PLANNING-CUM-FINANCE DEPARTMENT (Finance Division)

RESOLUTION

18 January, 2017

Subject: Revision of pay structure for the State Government Employees w.e.f. 1 January, 2016.

Memo No.: 11/07 (Ve.Aa.)-01/2016-217-- The Government of India has granted revised pay scale/pay structure on the recommendation of the 7th Central Pay Commission with effect from 1st January, 2016. The State Government is agreed in principle to grant Central Pay Structure with Central service conditions to its employees. The State of Jharkhand vide its Resolution No. 2530/F. dated 31st August, 2016 constituted a Fitment Committee for giving recommendations with regard to central pay structure on the line of Government of India in respect of the State Government employees. On 8th November, 2016 the Fitment Committee submitted its Report relating to structure of emoluments, conditions of service and retirement benefits of State Government employees.

2. The State Government has given due consideration to the recommendation of the Fitment Committee in respect of the State Government employees and found that the recommendations contained in Chapter-3 & Chapter-4 have been made in respect of the issues which are beyond of the scope of the committee as mentioned in the Resolution No. 2530/f. dated 31st August, 2016.

3. In Chapter-3 of the Fitment Committee Report, it is mentioned that :-

"3.1 Several petitions have been received by this committee with contentions from fitment to change in service conditions, pay structures etc. It must be clear that this Committee was created with a very small scope of dealing with fitment issues within the terms of reference and hence FC_2016 is not a pay-revision committee. Pay structures, conditions of service, process of recruitment, job requirements issues of reservation, cadre management etc. are decided by the concerned department in consultation with the Personnel, Administration Reforms and Rajbhasa Department and the Finance Department regarding pay, service conditions etc. For requirement etc., JPSC (under Art 320 & 321) and Staff Selection Commission need to be consulted in relevant matters.

3.2 FC_2016 is an advisory committee to the Government. It is quite possible that within its mandate, some recommendations would call for some structural changes in recruitment/pay/cadre rules etc. It is up to the concerned department to go through the required procedural drills to implement such recommendations if so deemed fit.

3.3 Government of Jharkhand had accepted to implement Central Government pay scales (on the basis of 6th CPC recommendations) to its employees in 2009. Therefore, it is only a matter of time to put into effect the 7th CPC recommendations, with necessary modifications. This situation almost closes the scope of any possible review of existing scales, other than suggesting only 'the fitment formula' for arriving at the replacement scales."

4. In Chapter-4 of the Fitment Committee Report, it is mentioned that :-

"4.1 Several representations had been received in the committee in response to its open notice inviting suggestions and contentions within the scope of work of the committee. Whereas most of the representations were within the terms of reference of the committee, many were regarding restructuring of pay scales and structure of the services themselves.

4.2 A service cadre or even a post is created by the effort of a department who has to discharge its designated functions. Creation of a service cadre or even post(s) includes several considerations and consultations with other department including the department of Personnel and Finance Department. The basic qualification at recruitment, training, tasks, promotions and pay scales etc. are determined through rigorous time consuming processes.

4.3 Any change in that, needs the views of all concerned including the employees and the employers. Fitment Committee has a

mandate of suggesting replacement scales only and have no legal authority to change existing service structure. That is precisely the reason why the petitions received from association or individuals were not sent to concerned department for their view in the matter. Such a task calls for special mandate from the Government in the form of an Administrative Reforms Committee or at times as a Pay-Revision Committee for limited objectives."

5. In Chapter-2 of the Fitment Committee Report, it is mentioned that :-

"2.5 7th CPC has adopted a methodology and has arrived at a minimum monthly pay of Rs. 18000/- for Government staff. GOI has accepted the same and provided a basic minimum salary of Rs. 18000/- per month. Once Government of Jharkhand has accepted in principle to implement the same pay-revision package, it becomes imperative that this basic minimum salary is also accepted. Incidentally, State Government has some non-matric class-IV staff with lesser basic pay than GOI norms. This is a deviation which this Committee cannot accept and suggest bringing minimum qualifications as per GOI norms with the minimum prescribed pay as in GOI jobs."

The Fitment Committee has recommended the minimum pay of Rs. 18000/- for the employees in the Grade Pay of 1650/- and 1800/- with education qualification at par with GOI norms. Since, there is no concept of Grade Pay 1650/- in Central Government, but the State Government is having employees in the Grade Pay of 1650/-. Hence, the recommendation of the Fitment Committee has been accepted by the State Government and minimum pay of Rs. 18000/- is accepted for the minimal salaried employees in the Grade Pay of 1650/- and 1800/- and in future recruitment will be on the basis of minimum education qualification at par with GOI norms.

6. The Fitment Committee in its report has recommended replacement pay level in the pay matrix for the post carrying the pay scale of 67000-79000/-, 75500-80000/-, 80000/- and 90000/-, which are not applicable in the State Government. Therefore, there is no justification of this recommendation.

7. On careful consideration, the State Government has decided to accept recommendations of the committee contained in Chapter-2 (Formula for Pay Fixation accepted by Government of India and Fitment Committee recommendation) with modification mentioned in Para 5 & 6 above & Chapter-5 (Pension; Government of India Order & Fitment Committee's recommendation) of the report submitted by the Fitment Committee. The State Government has also decided to reject the recommendations of the Fitment Committee as contained in Chapter-3 (General Recommendations) and Chapter-4 (Department wise

representation received and Fitment committee's opinion) The revised pay structure and Level in the pay matrix has been indicated in **Schedule-I**.

8. The revised pay structure shall come into effect from 1st January 2016. The revised pay structure will apply to all State Government employees who were in service on 1st January 2016 and to all new appointments made on or after the said date, provided that in respect of the Government employees who were under suspension or on leave or were not on duty on 1st January 2016, the revised pay structure will be applicable from the date of return to duty and no arrears would be admissible for the period of absence.

9. The Central Government has constituted an expert committee to recommend regarding Allowances (except Dearness Allowances). After the decision is taken by the Central Government regarding Allowances, the State Government would take decision on Allowances. Till a final decision on Allowances (except Dearness Allowances) is taken based on the recommendations of this Committee, all Allowances will continue to be paid at existing rates in existing pay structure, as if the pay had not been revised with effect from the month of notification of this resolution.

Dearness Allowances: - Dearness Allowances in new pay structure will be admissible as per rate indicated below

01.01.2016	0%
01.07.2016	2%

10. The provisions in this resolution shall apply to all State Government employees.

The provisions in this resolution shall not apply to –

- (i) Persons not in whole-time employment;
- (ii) Persons paid out of contingencies;
- (iii) Persons paid otherwise than on a monthly basis including those paid only on a piece rate basis;
- (iv) Persons employed on contract except where the contract provides otherwise;
- (v) Persons re-employed in Government service after retirement;
- (vi) Any other class or category of persons whom the State Government may, by order, specifically exclude from the operation of all or any of the provisions contained in these resolution.

11. **Definitions:-** The provisions in this resolution, unless the context otherwise requires -

- (i) “existing basic pay” means pay drawn in the prescribed existing Pay Band and Grade Pay or Pay in the existing scale;
- (ii) “existing Pay Band and Grade Pay” in relation to a Government servant means the Pay Band and the Grade Pay applicable to the post held by the Government servant as on the date immediately before the notification of this resolution whether in a substantive capacity or in officiating capacity;
- (iii) “existing scale” in relation to a Government servant means the pay scale applicable to the post held by the Government servant as on the date immediately before the notification of this resolution, whether in a substantive or officiating capacity;
- (iv) “existing pay structure ” in relation to a Government servant means the present system of Pay Band and Grade Pay or the Pay Scale applicable to the post held by the Government servant as on the date immediately before the coming into force of this resolution whether in a substantive or officiating capacity.

Explanation:- The expressions “existing basic pay”, “existing Pay Band and Grade Pay” and “existing scale”, in respect of a Government servant who on the 1st day of January, 2016 was on deputation out of State or on leave or on foreign service, or who would have on that date officiated in one or more lower posts but for his officiating in a higher post, shall mean such basic pay, Pay Band and Grade Pay or scale in relation to the post which he would have held but for his being on deputation out of State or on leave or on foreign service or officiating in higher post, as the case may be;

- (v) “existing emoluments” mean the sum of (i) existing basic pay and (ii) existing dearness allowance at index average as on 1st day of January, 2006;
- (vi) “Pay Matrix” means Matrix specified in the Schedule-I, with Levels of pay arranged in vertical cells as assigned to corresponding existing Pay Band and Grade Pay or scale;
- (vii) “Level” in the Pay Matrix shall mean the Level corresponding to the existing Pay Band and Grade Pay or scale specified in the Schedule-I;

- (viii) “pay in the Level” means pay drawn in the appropriate Cell of the Level as specified in the Schedule-I;
- (ix) “revised pay structure” in relation to a post means the Pay Matrix and the Levels specified therein corresponding to the existing Pay Band and Grade Pay or scale of the post unless a different revised Level is notified separately for that post;
- (x) “basic pay” in the revised pay structure means the pay drawn in the prescribed Level in the Pay Matrix;
- (xi) “revised emoluments” means the pay in the Level of a Government servant in the revised pay structure; and
- (xii) “Schedule” means a schedule appended to this resolution.

12. Level of posts:- The Level of posts shall be determined in accordance with the various Levels as assigned to the corresponding existing Pay Band and Grade Pay or scale as specified in the Pay Matrix.

13. Drawal of pay in the revised pay structure:- Save as otherwise provided in this resolution, a Government servant shall draw pay in the Level in the revised pay structure applicable to the post to which he is appointed:

Provided that a Government servant may elect to continue to draw pay in the existing pay structure until the date on which he earns his next or any subsequent increment in the existing pay structure or until he vacates his post or ceases to draw pay in the existing pay structure.

Provided further that in cases where a Government servant has been placed in a higher grade pay or scale between 1st day of January, 2016 and the date of notification of these rules on account of promotion or upgradation, the Government servant may elect to switch over to the revised pay structure from the date of such promotion or upgradation, as the case may be.

Explanation 1:- The option to retain the existing pay structure under the provisos to this rule shall be admissible only in respect of one existing Pay Band and Grade Pay or scale.

Explanation 2:- The aforesaid option shall not be admissible to any person appointed to a post for the first time in Government service or by transfer from another post on or after the 1st day of January, 2016, and he shall be allowed pay only in the revised pay structure.

Explanation 3:- Where a Government servant exercises the option under the provisos to this rule to retain the existing pay structure of a post held by him in an officiating capacity on a regular basis for the purpose of regulation of pay in that pay structure under Fundamental Rule 22, or under any other rule or order applicable to that post, his substantive pay shall be substantive pay which he would have drawn had he retained the existing pay structure in respect of the permanent post on which he holds a lien or would have held a lien had his lien not been suspended or the pay of the officiating post which has acquired the character of substantive pay in accordance with any order for the time being in force, whichever is higher.

14. Exercise of option:-

- (1) The option under the provisos to rule 13 shall be exercised in writing in the form-A of the Schedule-II appended to this resolution so as to reach the authority mentioned in sub-rule (2) within three months of the date of notification of this resolution or where any revision in the existing pay structure is made by any order subsequent to the date of notification of this resolution, within three months of the date of such order:

Provided that: -

- (i) In the case of a Government servant who is, on the date of such notification or, as the case may be, date of such order, out of State on leave or deputation or foreign service or active service, the said option shall be exercised in writing so as to reach the said authority within three months of the date of his taking charge of his post; and
- (ii) Where a Government servant is under suspension on the 1st day of January, 2016, the option may be exercised within three months of the date of his return to his duty if that date is later than the date prescribed in this sub-rule.
- (2) The option shall be intimated by the Government servant to the Head of his Office along with an undertaking, in the form-C of Schedule-II appended to this resolution.
- (3) If the intimation regarding option is not received by the authority within the time specified in sub- rule (1), the Government servant

shall be deemed to have elected to be governed by the revised pay structure with effect from the 1st day of January, 2016.

(4) The option once exercised shall be final.

Note 1: Persons whose services were terminated on or after 1st January, 2016 and who could not exercise the option within the prescribed time limit, on account of discharge on the expiry of the sanctioned posts, resignation, dismissal or discharge on disciplinary grounds, shall be entitled to exercise option under sub-rule (1).

Note 2: Persons who have died on or after the 1st day of January, 2016 and could not exercise the option within prescribed time limit are deemed to have opted for the revised pay structure on and from the 1st day of January, 2016 or such later date as is most beneficial to their dependents if the revised pay structure is more favorable and in such cases, necessary action for payment of arrears shall be taken by the Head of Office.

Note 3: Persons who were on earned leave or any other leave on 1st day of January, 2016 which entitled them to leave salary shall be entitled to exercise option under sub-rule (1).

15. Fixation of pay in the revised pay structure :-

(1) The pay of a Government servant who elects, or is deemed to have elected under rule 14 to be governed by the revised pay structure on and from the 1st day of January, 2016, shall, unless in any case the State Government by special order otherwise directs, be fixed separately in respect of his substantive pay in the permanent post on which he holds a lien or would have held a lien if such lien had not been suspended, and in respect of his pay in the officiating post held by him, in the following manner :-

(i) The pay in the applicable Level in the Pay Matrix shall be the pay obtained by multiplying the existing basic pay by a factor of 2.57, rounded off to the nearest rupee and the figure so arrived at will be located in that Level in the Pay Matrix and if such an identical figure corresponds to any Cell in the applicable Level of the Pay Matrix, the same shall be the pay, and if no such Cell is available in the applicable Level, the pay shall be fixed at the immediate next higher Cell in that applicable Level of the Pay Matrix.

Illustration:

1.	Existing Pay Band : PB-1	Pay Band	5200-20200				
2.	Existing Grade Pay : 2400						
3.	Existing Pay in Pay Band : 10160						
4.	Existing Basic Pay : 12560 (10160+2400)	Grade Pay	1800	1900	2000	2400	2800
5.	Pay after multiplication by a fitment factor of 2.57 : $12560 \times 2.57 = 32279.20$ (rounded off to 32279)	Level s	1	2	3	4	5
		1	18000	19900	21700	25500	29200
		2	18500	20500	22400	26300	30100
6.	Level corresponding to GP 2400 : Level 4	3	19100	21100	23100	27100	31000
7.	Revised Pay in Pay Matrix (either equal to or next higher to 32279 in Level 4) : 32300.	4	19700	21700	23800	27900	31900
		5	20300	22400	24500	28700	32900
		6	20900	23100	25200	29600	33900
		7	21500	23800	26000	30500	34900
		8	22100	24500	26800	31400	35900
		9	22800	25200	27600	32300	37000
		10	23500	26000	28400	33300	38100
		11	24200	26800	29300	34300	39200

(ii) If the minimum pay or the first Cell in the applicable Level is more than the amount arrived at as per sub-clause (i) above, the pay shall be fixed at minimum pay or the first Cell of that applicable Level.

- (2) A Government servant who is on leave on the 1st day of January, 2016 and is entitled to leave salary shall be entitled to pay in the revised pay structure from 1st day of January, 2016 or the date of option for the revised pay structure.
- (3) A government servant, who is on study leave on the 1st day of January, 2016 shall be entitled to the pay in the revised pay structure from 1st day of January, 2016 or the date of option.
- (4) A Government servant under suspension shall continue to draw subsistence allowance based on existing pay structure and his pay in the revised pay structure shall be subject to the final order on the pending disciplinary proceedings.
- (5) Where a Government servant holding a permanent post is officiating in a higher post on a regular basis and the pay structure applicable to these two posts are merged into one Level, the pay shall be fixed under sub-rule (1) with reference to the officiating post only and the pay so fixed shall be treated as substantive pay.

- (6) Where the existing emoluments exceed the revised emoluments in the case of any Government servant, the difference shall be allowed as personal pay to be absorbed in future increases in pay.
- (7) Where in the fixation of pay under sub-rule (1), the pay of a Government servant, who, in the existing pay structure, was drawing immediately before the 1st day of January, 2016 more pay than another Government servant junior to him in the same cadre, gets fixed in the revised pay structure in a Cell lower than that of such junior, his pay shall be stepped up to the same Cell in the revised pay structure as that of the junior.
- (8) Where a Government servant is in receipt of personal pay immediately before the date of notification of these rules, which together with his existing emoluments exceed the revised emoluments, then the difference representing such excess shall be allowed to such Government servant as personal pay to be absorbed in future increase in pay.
- (9) (i) In cases where a senior Government servant promoted to a higher post before the 1st day of January, 2016 draws less pay in the revised pay structure than his junior who is promoted to the higher post on or after the 1st day of January, 2016, the pay of senior Government servant in the revised pay structure shall be stepped up to an amount equal to the pay as fixed for his junior in that higher post and such stepping up shall be done with effect from the date of promotion of the junior Government servant subject to the fulfillment of the following conditions, namely:-
 - (a) Both the junior and the senior Government servants belong to the same cadre and the posts in which they have been promoted are identical in the same cadre;
 - (b) The existing pay structure and the revised pay structure of the lower and higher posts in which they are entitled to draw pay are identical;
 - (c) The senior Government servants at the time of promotion are drawing equal or more pay than the junior;
 - (d) The anomaly is directly as a result of the application of the provisions of Fundamental Rule 22 or any other rule or order regulating pay fixation on such promotion in the revised pay structure:

Provided that if the junior officer was drawing more pay in the existing pay structure than the senior by virtue of any advance increments granted to him, the provisions of this sub-rule shall not be invoked to step up the pay of the senior officer.
- (ii) The order relating to re-fixation of the pay of the senior officer in accordance with clause (i) shall be issued under Fundamental Rule 27 and the senior officer shall be entitled to the next increment on completion of his required

qualifying service with effect from the date of re-fixation of pay.

- (10) Subject to the provisions of rule 13, if the pay as fixed in the officiating post under sub-rule (1) is lower than the pay fixed in the substantive post, the former shall be fixed at the same stage as the substantive pay.

16. Fixation of pay of employees appointed by direct recruitment on or after 1st day of January, 2016:- The pay of employees appointed by direct recruitment on or after 1st day of January, 2016 shall be fixed at the minimum pay or the first Cell in the Level, applicable to the post to which such employees are appointed:

Provided that where the existing pay of such employee appointed on or after 1st day of January, 2016 and before the date of notification of this resolution, has already been fixed in the existing pay structure and if his existing emoluments happen to exceed the minimum pay or the first Cell in the Level, as applicable to the post to which he is appointed on or after 1st day of January, 2016, such difference shall be paid as personal pay to be absorbed in future increments in pay.

17. Increments in Pay Matrix:- The increment shall be as specified in the vertical Cells of the applicable Level in the Pay Matrix

Illustration:

An employee in the Basic Pay of 32300 in Level 4 will move vertically down the same Level in the cells and on grant of increment, his basic pay will be 33300.	Pay Band	5200-20200				
	Grade Pay	1800	1900	2000	2400	2800
	Levels	1	2	3	4	5
	1	18000	19900	21700	25500	29200
	2	18500	20500	22400	26300	30100
	3	19100	21100	23100	27100	31000
	4	19700	21700	23800	27900	31900
	5	20300	22400	24500	28700	32900
	6	20900	23100	25200	29600	33900
	7	21500	23800	26000	30500	34900
	8	22100	24500	26800	31400	35900
	9	22800	25200	27600	32300	37000
					↓	
	10	23500	26000	28400	33300	38100
	11	24200	26800	29300	34300	39200

18. Date of next increment in revised pay structure:-

- (1) There shall be two dates for grant of increment namely, 1st January and 1st July of every year, instead of existing date of 1st July:

Provided that an employee shall be entitled to only one annual increment either on 1st January or 1st July depending on the date of his appointment, promotion or grant of financial upgradation.

- (2) The increment in respect of an employee appointed or promoted or granted financial upgradation including upgradation under Modified Assured Career Progression Scheme (MACPS) during the period between the 2nd day of January and 1st day of July (both inclusive) shall be granted on 1st day of January and the increment in respect of an employee appointed or promoted or granted financial upgradation including upgradation under MACPS during the period between the 2nd day of July and 1st day of January (both inclusive) shall be granted on 1st day of July.

Illustration:

- (a) In case of an employee appointed or promoted in the normal hierarchy or under MACPS during the period between the 2nd day of July, 2016 and the 1st day of January, 2017, the first increment shall accrue on the 1st day of July, 2017 and thereafter it shall accrue after one year on annual basis.
- (b) In case of an employee appointed or promoted in the normal hierarchy or under MACPS during the period between 2nd day of January, 2016 and 1st day of July, 2016, who did not draw any increment on 1st day of July, 2016, the next increment shall accrue on 1st day of January, 2017 and thereafter it shall accrue after one year on annual basis:

Provided that in the case of employees whose pay in the revised pay structure has been fixed as on 1st day of January, the next increment in the Level in which the pay was so fixed as on 1st day of January, 2016 shall accrue on 1st day of July, 2016:

Provided further that the next increment after drawal of increment on 1st day of July, 2016 shall accrue on 1st day of July, 2017.

- (3) Where two existing Grades in hierarchy are merged and the junior Government servant in the lower Grade happens to draw more pay in the corresponding Level in the revised pay structure than the pay of the senior Government servant, the pay of the senior government servant shall be stepped up to that of his junior from the same date and he shall draw next increment in accordance with this rule.

19. Revision of pay from a date subsequent to 1st day of January, 2016:- Where a Government servant who continues to draw his pay in the existing pay structure is brought over to the revised pay structure from a date later than 1st day of January, 2016, his pay in the revised pay structure shall be fixed in the manner prescribed in accordance with sub-rule (1) of rule 15.

20. Fixation of pay on promotion on or after 1st day of January, 2016:- The fixation of pay in case of promotion from one Level to another in the revised pay structure shall be made in the following manner:-

One increment shall be given in the Level from which the employee is promoted and he shall be placed at a Cell equal to the figure so arrived at in the Level of the post to which promoted and if no such Cell is available in the Level to which promoted, he shall be placed at the next higher Cell in that Level

Illustration:

1.	Level in the revised pay structure : Level 4	Pay Band	5200-20200				
2.	Basic Pay in the revised pay structure : 28700	Grade Pay	1800	1900	2000	2400	2800
3.	Granted promotion/ financial upgradation under MACPS in Level 5	Levels	1	2	3	4	5
		1	18000	19900	21700	25500	29200
		2	18500	20500	22400	26300	30100
		3	19100	21100	23100	27100	31000
4.	Pay after giving one increment in Level 4 : 29600	4	19700	21700	23800	27900	31900
	Pay in the upgraded Level i.e. Level 5 : 30100 (either equal to or next higher to 29600 in Level 5)	5	20300	22400	24500	28700	32900
		6	20900	23100	25200	29600	33900
		7	21500	23800	26000	30500	34900

21. Mode of payment of arrears of pay:- The arrears shall be paid during the Financial Year 2017-2018 & 2018-19 in two equal installments or as may be decided by the State Government.

Explanation:- For the purpose of this rule, “arrears of pay” in relation to a Government servant, means the difference between-

- (i) The aggregate of the pay and dearness allowance to which he is entitled on account of the revision of his pay under the provision of this resolution for the period effective from the 1st day of January, 2016; and
- (ii) The aggregate of the pay and dearness allowance to which he would have been entitled (whether such pay and dearness allowance had been received or not) for that period had his pay and allowances not been so revised.

22. Power to relax:- Where the State Government is satisfied that the operation of all or any of the provisions of these rules causes undue hardship in any particular case, he may, by order, dispense with or relax the requirements of that rule to such extent and subject to such conditions as he may consider necessary for dealing with the case in a just and equitable

23. Interpretation:- If any question arises relating to the interpretation of any of the provisions of this resolution, it shall be referred to the State Government for decision. In case of interpretation regarding any of the conditions is required; it should be read with context of the Government of India, Ministry of Finance (Department of Expenditure) Resolution No. 1-2/2016-IC dated 25th July, 2016 & Notification No. G.S.R. 721 (E) dated 25th July, 2016 and also other office memorandum/notification/circulars issued by Government of India in this regard from time to time.

By the order Governor of Jharkhand,

Amit Khare,
Additional Chief Secretary.

Schedule-I

PAY MATRIX

Pay Band	5200-20200					9300-34800				15600-39100			37400-67000		
Grade Pay	1650 and 1800	1900	2000	2400	2800	4200	4600	4800	5400	5400	6600	7600	8700	8900	10000
Level	1	2	3	4	5	6	7	8	9	10	11	12	13	13A	14
1	18000	19900	21700	25500	29200	35400	44900	47600	53100	56100	67700	78800	118500	131100	144200
2	18500	20500	22400	26300	30100	36500	46200	49000	54700	57800	69700	81200	122100	135000	148500
3	19100	21100	23100	27100	31000	37600	47600	50500	56300	59500	71800	83600	125800	139100	153000
4	19700	21700	23800	27900	31900	38700	49000	52000	58000	61300	74000	86100	129600	143300	157600
5	20300	22400	24500	28700	32900	39900	50500	53600	59700	63100	76200	88700	133500	147600	162300
6	20900	23100	25200	29600	33900	41100	52000	55200	61500	65000	78500	91400	137500	152000	167200
7	21500	23800	26000	30500	34900	42300	53600	56900	63300	67000	80900	94100	141600	156600	172200
8	22100	24500	26800	31400	35900	43600	55200	58600	65200	69000	83300	96900	145800	161300	177400
9	22800	25200	27600	32300	37000	44900	56900	60400	67200	71100	85800	99800	150200	166100	182700
10	23500	26000	28400	33300	38100	46200	58600	62200	69200	73200	88400	102800	154700	171100	188200
11	24200	26800	29300	34300	39200	47600	60400	64100	71300	75400	91100	105900	159300	176200	193800
12	24900	27600	30200	35300	40400	49000	62200	66000	73400	77700	93800	109100	164100	181500	199600
13	25600	28400	31100	36400	41600	50500	64100	68000	75600	80000	96600	112400	169000	186900	205600
14	26400	29300	32000	37500	42800	52000	66000	70000	77900	82400	99500	115800	174100	192500	211800
15	27200	30200	33000	38600	44100	53600	68000	72100	80200	84900	102500	119300	179300	198300	218200
16	28000	31100	34000	39800	45400	55200	70000	74300	82600	87400	105600	122900	184700	204200	
17	28800	32000	35000	41000	46800	56900	72100	76500	85100	90000	108800	126600	190200	210300	
18	29700	33000	36100	42200	48200	58600	74300	78800	87700	92700	112100	130400	195900	216600	
19	30600	34000	37200	43500	49600	60400	76500	81200	90300	95500	115500	134300	201800		
20	31500	35000	38300	44800	51100	62200	78800	83600	93000	98400	119000	138300	207900		
21	32400	36100	39400	46100	52600	64100	81200	86100	95800	101400	122600	142400	214100		
22	33400	37200	40600	47500	54200	66000	83600	88700	98700	104400	126300	146700			
23	34400	38300	41800	48900	55800	68000	86100	91400	101700	107500	130100	151100			
24	35400	39400	43100	50400	57500	70000	88700	94100	104800	110700	134000	155600			
25	36500	40600	44400	51900	59200	72100	91400	96900	107900	114000	138000	160300			
26	37600	41800	45700	53500	61000	74300	94100	99800	111100	117400	142100	165100			
27	38700	43100	47100	55100	62800	76500	96900	102800	114400	120900	146400	170100			
28	39900	44400	48500	56800	64700	78800	99800	105900	117800	124500	150800	175200			
29	41100	45700	50000	58500	66600	81200	102800	109100	121300	128200	155300	180500			

Pay Band	5200-20200					9300-34800				15600-39100			37400-67000		
Grade Pay	1650 and 1800	1900	2000	2400	2800	4200	4600	4800	5400	5400	6600	7600	8700	8900	10000
Level	1	2	3	4	5	6	7	8	9	10	11	12	13	13A	14
30	42300	47100	51500	60300	68600	83600	105900	112400	124900	132000	160000	185900			
31	43600	48500	53000	62100	70700	86100	109100	115800	128600	136000	164800	191500			
32	44900	50000	54600	64000	72800	88700	112400	119300	132500	140100	169700	197200			
33	46200	51500	56200	65900	75000	91400	115800	122900	136500	144300	174800	203100			
34	47600	53000	57900	67900	77300	94100	119300	126600	140600	148600	180000	209200			
35	49000	54600	59600	69900	79600	96900	122900	130400	144800	153100	185400				
36	50500	56200	61400	72000	82000	99800	126600	134300	149100	157700	191000				
37	52000	57900	63200	74200	84500	102800	130400	138300	153600	162400	196700				
38	53600	59600	65100	76400	87000	105900	134300	142400	158200	167300	202600				
39	55200	61400	67100	78700	89600	109100	138300	146700	162900	172300	208700				
40	56900	63200	69100	81100	92300	112400	142400	151100	167800	177500					

SCHEDULE- II
**PROCEDURE FOR DRAWAL OF PAY IN THE REVISED
PAY STRUCTURE LEVEL**

1. In respect of non-gazetted Government employees, the following procedure should be followed:-

(i) A Statement in the enclosed 'Form B' should be duly filled in respect of every non-gazette Government servant and the pay as on duty with effect from 1st January, 2016 or as on date of option should be fixed by the Drawing and Disbursing authority in accordance with the rules. Where Drawing and Disbursing is not the Head of office, pay Fixation 'Form B' should be checked by the Head of Office.

(ii) Fully completed Service Books, along with 'Form B' in duplicate duly checked by the Head of Office, should be forwarded by the Drawing and Disbursing authority/Head of Office to the competent authority for vetting. The Service Books and 'Form B' should be sent to the competent authority as soon as possible and in any case not later than 31st January, 2018. The competent authority will intimate their concurrence in 'Form B' referred to above and will return one copy of 'Form B' to the Drawing and Disbursing authority for issue of final office orders by the Head of Office. The drawal of pay in the revised pay structure need not however, wait till the final checking is done by the competent authority. After the Head of Office is satisfied about the correctness of 'Form B' pay may be drawn in the revised pay structure.

(iii) It will be the personal responsibility of the Head of Office to ensure interalias:-

- (a) That the post/posts born on the establishment in respect of which revised level/pay structure are applied, are duly covered by sanction;
- (b) That the revised pay structures are such as have actually been sanctioned by Government;
- (c) That the payees give an undertaking in the enclosed Performa 'Form C' that the payments strictly provisional and they will be liable to refund to Government, without question, any over payments which may, at any time subsequently, be found to have been made in the detailed check of the pay fixation

form by the competent authority or in the office of the Accountant General, Jharkhand;

- (d) That the drawal of increment by all non-gazetted employees will be limited to only two increments in the revised pay structure from 01.01.2016 till the pay fixation statement have been finally checked by the competent authority;
- (e) As the revised pay structure is being given effect to from 1st January, 2016 and since some Government servants may have retired or are due to retire shortly, statement relating to fixation of pay for such class of Government servant should be given top priority and they should be referred to the competent authority within a month of the issue of these orders;
- (f) As Government great importance to the prompt discharge of their liabilities in respect of the revision of pay scale and to the avoidance of hardship to their employees, the Disbursing Officer/Head of Offices are here by requested to take personal interest in this important matter and to implement these orders as early as possible. It is, however, impressed on the Head of Office once again that these instructions are intended for expeditious payment of current and arrear dues to Government servants and these orders in no way absolve the Head of Office/Disbursing Officers from their primary responsibility for the correct fixation of pay of the Government servants under them in the new pay structure in accordance with the orders of Government.

Note: - Competent authority means for the purpose of this order Planning-cum-Finance Department in respect of the post in the Secretariat and attached Secretariat Office and District Account Officer in respect of posts other than those in the Secretariat.

2. In respect of Gazetted Government employees, Government have been pleased to decide that those who were in service on 1st January, 2016 may be allowed to draw pay in the revised pay structure Government have accordingly, been pleased to Direct the Treasury

Officers under Rule 17th of the Jharkhand Treasury code, 2016 Volume I, to honour the pay bill presented by Gazetted Government employees in revised pay structure for the month of **February, 2017** pending receipt of final authority slip from the Accountant General, Jharkhand/Planning-cum-Finance Department. Provisional with drawal of pay in the new pay structure is subject to the fulfillment of the following conditions:-

(i) That in all cases, Government servants must have been authorized by the Accountant General, Jharkhand/Planning-cum-Finance Department, to draw pay in the existing scale either in substantive or officiating capacity, on the basis of final or provisional pay slip already issued by Accountant General, Jharkhand/Planning-cum-Finance Department. In other words Gazetted Government servants will not be entitled to draw pay in the new pay structure provisionally unless they have been authorized by the A.G., Jharkhand/Planning-cum-Finance Department otherwise they have to draw pay in the existing scale of pay;

(ii) That statement in the enclosed performa ('Form B') should be attached to the Bills presented in the new pay structure which should be countersigned, by the Controlling Officer.

(iii) That drawal of provisional pay will be subject to confirmation eventually by the issue of necessary pay slips by the Accountant General, Jharkhand/Planning-cum-Finance Department authorizing pay as admissible;

(iv) That no Officer will be permitted to draw arrear pay until and unless necessary authority slip is issued by the A.G. Jharkhand/Planning-cum-Finance Department.

(v) That no additional increment in the new pay structure subsequent to pay fixation will be drawn by a Gazetted Government servant unless necessary authority slip has been issued by the A.G., Jharkhand/Planning-cum-Finance Department ;

(vi) That the Government Servant will be required to give a declaration in the enclosed form ('Form C') that any sums over drawn as a result of fixation of pay from 1st January, 2016 will eventually be recovered from him, from the arrear pay bills of future dues or from pension and gratuity.

The controlling Officers will ensure that the replacement scale/pay structures are checked properly and that necessary declaration is obtained.

FORM - A
FORM OF OPTION
[See rule 14 (1)]

*1. I, _____ hereby elect the revised pay structure with effect from 1st January, 2016.

*2. I, _____ hereby elect to continue on Pay Band and Grade Pay of my substantive / officiating post _____ mentioned _____ below _____ until:

* the date of my next increment / the date of my subsequent increment raising my pay to Rs. _____ / I vacate or cease to draw pay in the existing pay structure / the date of my promotion/upgradation to the post of _____.

Existing Pay Band and Grade Pay _____

Signature _____

Name _____

Designation _____

Office in which employed _____

* To be scored out, if not applicable.

FORM – B**Statement of Fixation of Pay for Government Servant**

1. Name of the Govt. Servant :
2. Date of Option :
3. Designation of the post :
(in which pay is to be fixed on
date of option)
4. Existing Pay Band & Grade Pay :
5. Existing Basic Pay :
(as on 01.01.2016 or date of
option)
6. Pay after multiplication by a :
factor of 2.57
7. Applicable Level in Pay Matrix :
(Level Corresponding to
Existing Grade Pay)
8. Revised Pay in Pay Matrix :
(Either equal to or next higher
figure in Pay Matrix)
9. Date :
10. Basic Pay :
11. Date of next increment :

**Signature & Designation of
Head of the Office**

FORM - C

UNDERTAKING

I hereby undertake that in the event of my pay having been fixed in a manner contrary to the provisions contained in these Rules, as detected subsequently, any excess payment so made shall be refunded by me to the Government either by adjustment against future payments due to me or otherwise.

Signature_____

Name _____

Designation_____

Date :

Place :

MEMORANDUM EXPLANATORY TO THIS RESOLUTION

Rule 10- This rule lays down the categories of employees to whom the rules apply. Except for the categories excluded, the rules are applicable to all persons under the control of the State Government serving in Departments paid from State Treasuries. They do not apply to the employees of High Court Secretariat, State Assembly Secretariat, Governor's Secretariat, Autonomous bodies and State Local Bodies.

Rule 11 and 12- These rules are self-explanatory.

Rule 13- The intention is that all Government servants should be brought over to the revised pay structure except those who elect existing pay structure. The Government servants who exercise the option to continue in the existing pay structure will continue to draw the dearness allowance at the rates in force on 1st January, 2016 or later. If a Government servant is holding permanent post in a substantive capacity and officiating in a higher post, or would have officiated in one or more posts but for his being on deputation etc., he has the option to retain the existing pay structure only in respect of one scale. Such a Government servant may retain the existing scale applicable to a permanent post or any one of the officiating posts. In respect of the remaining posts he will necessarily have to be brought over to the revised pay structure.

Rule 14- This rule prescribes the manner in which option has to be exercised and also the authority who shall be apprised of such option. The option has to be exercised in the form appended to the rules. It should be noted that it is not sufficient for a Government servant to exercise the option within the specified time limit but also to ensure that it reaches the prescribed authority within the time limit. In the case of persons who are outside State at the time of notification of these rules, the period within which the option has to be exercised is three months from the date they take over charge of the post in State. In the case of Government servants the revised pay structure of whose posts are announced subsequent to the date of issue of this resolution, the period of three months will run from the date of such announcement.

Persons who have retired between 1st January, 2016 and the date of notification of this resolution are also eligible to exercise option.

Rule 15- This rule deals with the actual fixation of pay in the existing scales on 1st January, 2016 and is self explanatory. The benefit of this rule is not admissible in cases where a Government servant has elected the revised pay structure in respect of his substantive post, but has retained the existing scale in respect of an officiating post.

Rule 16- This rule prescribes the method of fixation of pay of employees appointed on direct recruitment on or after 1st day of January, 2016.

Rule 17 and 18- These rules prescribe the manner in which the next increment in the new pay structure shall be regulated.

Rules 19 to 23- These rules are self-explanatory.
